



Swanton Care



Values in Care



Courtyard Care



GRS Care



Emerald Care



Green Rose Care

Every Moment Matters

Gender Pay Gap - 2023

Calculation 1: percentage of men and women in each hourly pay quarter	
% of Male in upper hourly pay quarter	30.75%
% of Female in upper hourly pay quarter	69.25%
% of Male in upper middle hourly pay quarter	35.85%
% of Female in upper middle hourly pay quarter	64.15%
% of Male in lower middle hourly pay quarter	30.35%
% of Female in lower middle hourly pay quarter	69.65%
% of Male in lower hourly pay quarter	36.79%
% of Female in lower hourly pay quarter	63.21%
Calculation 2: mean (average) gender pay gap for hourly pay	- 16.56%
Calculation 3: median gender pay gap for hourly pay	0.00%
Calculation 4: percentage of men and women receiving bonus pay	
% of Male staff receiving bonus pay	29.22%
% of Female staff receiving bonus pay	26.07%
Calculation 5: mean (average) gender pay gap for bonus pay	27.59%
Calculation 6: median gender pay gap for bonus pay	0.00%

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT POLICY STATEMENT – FEBRUARY 2022

Modern Slavery and Human Trafficking is unfortunately still evident across the World including the UK. In recognition of this, the UK Government brought in the Modern Slavery Act 2015. Companies with a turnover in excess of £36 million are required to provide a statement on their efforts to eradicate this in their supply chain.

As a responsible and ethical employer, Swanton Care and Community recognises our duty to ensure that no slavery or human trafficking exists in our businesses or within our supply chain and will therefore adhere to the provisions within the Act.

Swanton has policies to ensure that we operate our business in a way that is consistent with our ethos and values. These include:

- **Recruitment:** we carry out robust pre-employment checks to ensure those working for us have the right to work in the UK, an acceptable enhanced DBS disclosure and satisfactory references;
- **Whistleblowing:** whilst this policy relates to our directly employed people, it does provide some helpful guidance and lists resources available where any wrong doing is suspected;
- **Complaints/Grievances:** issues raised are investigated thoroughly with appropriate action taken.
- **Agency Information Sheet:** this is sent to every agency that we use prior to someone new to our services being allowed to work. This covers identity checks, a photograph, confirmation of right to work, acceptable enhanced DBS disclosure, and that appropriate training has been undertaken;
- **Agency Worker Induction Checklist:** each Agency Worker will be taken through the checklist prior to starting a shift to ensure they are aware of all they need to know about the service and people we support.

Signs of Modern Slavery

There are many signs that could indicate that someone is working against their will, though they could equally be indicators of something not relating to modern slavery. Indicators can be:

- someone looking unkempt, being quiet/uncommunicative/anxious/unsociable;
- being dropped off/picked up by the same person;
- appearing to be in a relationship with a much older person.
- Having little or no cash.

Should you suspect something untoward you should discuss with a Manager, a member of the HR team, or contact one of the Anti-Slavery organisations listed below or the Police/Crimestoppers.

Support is available to anyone who raises genuine concerns in good faith, even when it turns out that there is another explanation for the individuals behaviour.

Support Mechanisms

Swanton have an Employee Assistance Programme (EAP) where issues or concerns can be raised in strict confidence and appropriate advice given. They can be contacted on 0333 400 05455.

Organisations which provide support and further information are:

- The Modern Slavery Helpline 08000 121 700 or they can be accessed on line www.modenslaveryhelpline.org.
- Migrant Help 07766 668 781
- In England and Wales: Salvation Army 0300 303 8151
- Antislavery.org
- Unseenuk.org